



Leading Edge *Professional* Development



Leading Edge
Professional Development

For more information and bookings:

leadingedgeprofessionaldevelopment.com.au

Leading Edge Professional Development

Courage. Compassion. Congruence.

Authentic Leadership Development is our area of expertise and our passion. Our innovative programs develop the leadership capabilities necessary to effectively navigate uncertainty, taking individuals, teams and organisations to the highest levels of cohesion and performance.

Why we're different...

Our approach to leadership and team development is directly modelled on how horses lead their herds in their natural environment. For millions of years horses have operated under a highly effective system of shared leadership. They adopt roles that create collective responsibility and accountability for the safety and success of the entire group.



The ever-present goal of herd leadership is health, harmony, and unity.

Herd leaders are chosen based on their ability to demonstrate four leadership capabilities:

- ❖ **Attention** - to self, others and the environment.
- ❖ **Direction** - set with clarity and monitored with agility.
- ❖ **Energy** - focused and situationally appropriate.
- ❖ **Congruence** - alignment of inner and outer expression to increase trust and confidence.

Horses require clear, confident and authentic leadership and when we work alongside them, they highlight the above capabilities in us. As prey animals they have incredibly astute senses and are highly sensitive to the energy, intention, actions and body language of humans. Horses serve as a barometer for non-verbal communication and highlight any incongruences between our actions and intentions. They work solely on how it feels - they cannot function any other way. Horses react to the real person.

Their honest, immediate and non-biased responses to participants provide feedback on their leadership capabilities and team dynamics. Our experienced leadership coaches guide participants in interpreting these responses. They provide a framework for examining how these responses parallel to the office environment. To close the loop, as participants adjust their actions and intentions, their horse's responses will also shift. The cause and effect is obvious and immediate, and the parallels have a profound and lasting effect. Developing emotional intelligence through increasing self-awareness lays the foundation for truly authentic leadership.

If we are willing to take on board their leadership lessons, horses are a leveller that no human can match. Quite simply, they make the invisible, visible.



The Diamond Model of Shared Leadership™

Our core model, *The Diamond Model of Shared Leadership* was developed by TeachingHorse LLC as a powerful yet simple framework to guide decision-making in the midst of our VUCA (Volatile, Uncertain, Complex, Ambiguous) world. Currently, we are the only equine experiential professional development practitioners certified in this modality in Australia. We are licensed and certified to offer these programs in-person as well as in an online format.

Our Leadership programs provide leaders with a framework and common language for guiding their teams through uncertainty that is simple and repeatable. Each of the learning experiences with horses is designed to develop individual and team capabilities to share leadership using enhanced skill in paying attention, setting direction, focusing energy, and being congruent.

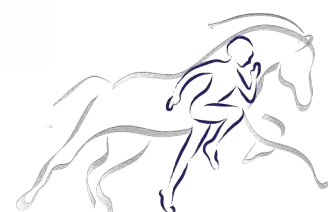
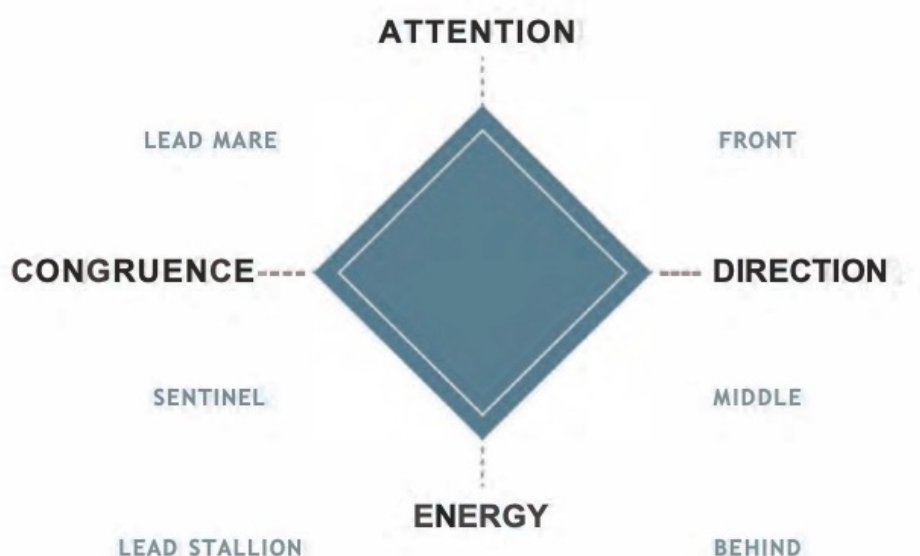
To inspire confidence, leaders must demonstrate that they are paying attention to what is going on in their organisations, give clear direction with focused energy and be so authentic that their intentions can be fully trusted. Confidence in leadership makes a community or organisation agile when the time for change is no longer avoidable.

"Incredibly grateful to have spent the day at Leading Edge Professional Development in Terrey Hills, Sydney with colleagues from Salesforce! It was a wonderfully insightful opportunity to explore what horses have to teach us about leadership, including attention, direction, energy, and congruence. Highly recommended for your next team or leadership offsite."

Andrew Hill,
Vice President, Salesforce

Through our innovative approach:

- ❖ Leadership beliefs and behaviours become visible for conscious exploration.
- ❖ Experiential learning closes the gap between new insight and action.
- ❖ Debrief and application conversations facilitate the transfer and impact of learning to the workplace.
- ❖ Abstract concepts of authenticity, engagement, presence, trust, and shared leadership move into concrete practice.



Leadership in Action Programs

Our *Leadership in Action* programs combine robust leadership theory, models and tools with unique equine experiences for truly transformational learning. The result is an incredible opportunity to see the theory in practice, to deepen awareness of self, others and the environment, and to witness the impacts of changing one's leadership style, communication and approach to others.

We work with organisations and leadership consultants, supporting Executive Leaders, Key Talent programs, Emerging Leaders and Graduate cohorts with tailored programs to meet each client's specific objectives.

Programs include a combination of:

- ❖ **Equine Leadership Experiences** - Unique Leadership in Action program with our herd of horses.
- ❖ **Behavioural Analysis Workshops** - Using the MiRo Assessment tool (or your preferred model).
- ❖ **Facilitated Integration** – Transformational sessions integrating equine and classroom components.
- ❖ **Partnered Leadership Workshops** – We partner with a range of leadership experts to deliver workshops that create positive, lasting change.

"Some days are unique and today was truly exceptional. As the saying goes....'you can lead a horse to water', but as it turns out it's not that simple. You need trust, boundaries and a sense of safety and connection. Horses demand humility, vulnerability, authenticity, and profoundly draw out many of the characteristics that embody good leadership. Thank you to the extraordinary team at Leading Edge Professional Development - what we've learned today both individually and as a team, will be the foundation for unimaginable successes!!"

Amanda Newton,
Head of Sales & Marketing (Rest of World/Emerging Markets), Intuit

Programs support leaders to:

- ❖ Achieve a flexible and adaptive leadership style
- ❖ Build self-awareness, authenticity and presence
- ❖ Develop collective, collaborative leadership skills
- ❖ Create a strategic, innovative, action focused approach
- ❖ Build confidence in their leadership capabilities
- ❖ Navigate volatility, uncertainty, complexity and ambiguity



INTUIT

Westpac

BCG BOSTON CONSULTING GROUP



Women in Leadership

As business women with our own families, we understand the challenges facing women at various stages of their careers. Our dedicated **Women in Leadership** program empowers women to move forward in their professional lives with confidence, awareness and authenticity.

We support participants in identifying their unique leadership style, and developing essential skills for new or progressive leadership roles. We offer several options including individual, group and retreat style programs. Whatever suits you, our programs always identify and target the capabilities needed to take your leadership skills to the next level.

We work with a range of women's groups including:

- ❖ Executive Leaders.
- ❖ Women's Networks.
- ❖ Key Talent programs and Emerging Leaders.
- ❖ Coaches and Mentors.
- ❖ 'Returnship' programs for women re-entering the workplace.



"What a fantastic, life changing experience. You will learn things about yourself that no other experience can give. A great way to reflect on your leadership style and pick up valuable life lessons".

Ash Knight,
Marketing and Communications Manager, NSW Institute of Sport



Team Development

Horses require clear communication, congruence and consistency from all team members. Based on the **Equine Connection BuildingBlock™** curriculum, our *Teamwork with Horsepower* programs give participants the opportunity to experience the 'herd' environment and deepen their awareness of themselves and their colleagues, ultimately developing the capabilities needed to operate at the highest level. As accredited practitioners, we complement the experiential learning component with a deep dive into individual and team communication/relational styles using the MiRo Psychometric Assessment Tool (or your preferred model).

Whether a high performing team or a new team looking to build cohesion and effectiveness, our programs support you to reach the next level of performance. Combine this unique experience with a one-of-a-kind, purpose-built conference facility in a stunning location and you have all the ingredients for a meaningful and memorable day.



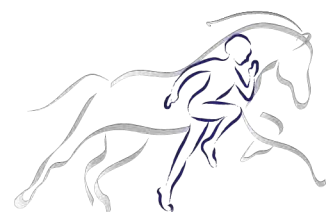
"The activities that we undertook with the horses powerfully and uniquely showed the team what it means to be a leader, to work collaboratively and how important it is to inspire others. It was a perfect foundational activity to commence conversations about a leader's impact on others, the power of communication and the strength in teamwork."

Also, thanks to this unique experience, our bootcamp program was nominated as a finalist in the Australian HR Awards program. I highly recommend this activity as a unique way to expand an individual's thinking about their personal leadership style and their impact on others".

Leila Watts, HR Director Oceania, Beam Suntory

Programs include:

- ❖ Equine experiential learning activity using the Equine Connection BuildingBlock™ curriculum.
- ❖ Individual & team communication style analysis using the MiRo Psychometric Assessment tool (or your preferred model).
- ❖ Team based strategic thinking, self-awareness and empowerment activities.
- ❖ Facilitated debrief session to integrate and share transformational learnings.
- ❖ Optional use of training room, facilities and equipment for your own training purposes.
- ❖ Catering, corporate gifts and downloadable event photo album.



Other Services

Conferences and off-sites

Whether planning for the next quarter, kicking-off a project or holding a special event, our spacious conference facilities close to Sydney's major business centres offer an off-site venue with a difference! Our package includes our Teamwork with Horsepower program for a truly unique experience. We are in close proximity to boutique hotel accommodation and a variety of quality restaurants for multi-day retreats.

Mediation Services

When traditional mediation channels have been unsuccessful, clients have been referred to us for an unconventional yet highly effective approach to conflict resolution. Working alongside our horses and trained facilitators provides a safe and effective way to build the skills needed to navigate complex situations and move forward in meaningful ways.



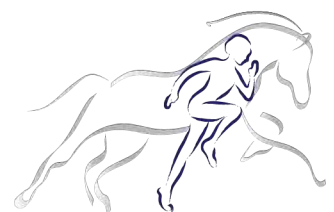
"Thank you Leading Edge for developing an incredible offsite for our team. After two years of Zoom screens, it was incredibly refreshing to combine intuitive learning with laughter and fun".

**Alison Harrington,
Founder and CEO, Moove and Groove**





All our Leading Edge Professional Development Coaches and/or Facilitators are trained in one or more of the following internationally recognised certifications:





Leading Edge
Professional **Development**

35 Laitoki Road, Terrey Hills, NSW 2084

info@lepd.com.au

lepd.com.au